

PEA General Membership meeting – October 25, 2022

Held at Mancini's

Attendees: Anne Ahiers, Daniel Aliperto, Tia Anderson, Julie Anderson, Brian Balfanz, Brian Bartle, Pamela Bookout, Peter Borgen, Shannon Broderick, Sarah Brown, Michael Christen, Jennifer Clark, Kathleen Cleary, Kathleen Conger, Alexander Corey, William Dermody, Erin Dimond, Jeremy Erickson, Jean Filipkowski, Marie Franchett, Sarah Gerdes, Elliot Glaser-Leder, Joshua Glassing, Rebekah Hanes, Katie Hemsworth, Mary Henke-Haney, Xenia Hernandez, Johnny Howard, Scott Hvizdos, Sarah Jenkins, Kelsey Johnson-Kaiser, Jason Jones, Natalie Kelley, Vaughn Kelly, Mary Knox, Julie Kraus, Jens Kvaal, Patricia Lammers, Shawn McDonald, Alex Miller, John D (JD) Miller, Chelsea Moody, Brigid Murphy, Bryan Murphy, Joe Musolf, Beth Myers, Randall Niemeyer, Kate Noffke, Sara Nurmela, Brianna Nyquist, Ashley O'Brien, David Peterson, Derek Peterson, Jonathan Pettigrew, Kelsey Raffel, Jeannette Rebar, Justine Roe, Dennis Rosemark, Alexis Rossow, Peter Rudrud, Lianna Sanders, Paul Sawyer, Therese Scherbel, Warsame Shirwa, Jerry Skelly, Leslie Spring, Marika Staloch, Elizabeth Stiffler, Michele Swanson, Nardos Tesfalidet, Tracy Tomberlin, Beth Ulrich, Zong Vang, Austine Vaughn-Bergling, Shannon Veeraboina, Ashley Verdeck, Jennifer Vigil, Bill Vos, Angela Vreeland, Tricia Wehrle, See Yang, Sarah Zorn, , Mike Wilde, Regina Etoll (Guest), Doug Filipkowski (Guest), Pat Kelley (Guest)

Meeting called to order at 6:00pm.

Introduction of stewards and executive board. Special recognition to those that have recently served as stewards, in executive board positions, and on special committees.

Secretary's Report

Minutes from April 13, 2022 general membership meeting approved as written.

Motion by Anne A, seconded by Jean F. Approved by all present.

Treasurer's Report

September 2022 month end balance = \$110,093.29

August 2022 = \$108,181.88 (+1,911.41)

September 2021 = \$107,061.79 (+3,031.50)

Funds are stable.

Committee Chair Reports

Personnel

As of October 12, 2021:

City – 287 total represented, 37 are non-members

SPPS – 97 total represented, 21 are non-members

Total = 384 represented, 58 are non-members

As of October 25, 2022:

City – 300 total represented, 35 are non-members

SPPS – 102 total represented, 18 are non-members

Total = 402 represented, 53 are non-members

School District Negotiations

This is Vaughn's last negotiations cycle with the negotiations team.

Have met with school district a number of times. A few sticking points – some issues with remote work, large difference of opinion between workers and the district. After a number of proposals, are trying a new strategy. A couple MOAs (memoranda of agreement) have been bundled together. The district would like them to give up the civil service rules. One MOA will suspend some hiring practices and allow more flexible hiring. The other addresses remote work – states that it should be up to member and direct supervisor to allow remote work as needed to complete job duties.

The negotiations team has put out multiple surveys to gain member input. Looking at 1.5% wage increase and delay in the increases for 2nd year (2023) – not a great offer. Still in negotiations and working on it.

Looking to add a certifications list that would offer additional compensation for certain certifications. There is some confusion in contract about hours of work and overtime. District interprets it in a way that favors them. One item to keep ears open for is an option of a 'cafeteria plan' for benefits. This would unify benefits more in the district.

Working on additional step increases – 15, 20, adding 25 years. Also increase in severance amounts. Will be more updates after their next meeting with the district.

City Negotiations

This is Patty's first year a negotiations chair. The committee has been working hard to gather input from city members including a survey and many listening sessions.

An infographic with negotiations survey results was available at the meeting. Some highlights:

- 80% of members provided feedback (up from 50% participation in 2020).
- Top 3 priorities: Wages (80%), working remote (54%), additional steps (53%)
- 68% of responses need a 5% or greater cost of living wage increase
- 89% prefer a hybrid or fully remote work from home option
- 55% want a 7 year step added
- 27% feel their job title is classified incorrectly
- 77% would meet an increase deferred comp match, 21% are not aware of this current benefit.
- Top safety concern is traveling to and from work, especially for downtown workers. 53% would like safety language added to the contract

Will begin formal negotiations in early 2023. Patty and the negotiations team intend to keep everyone informed on the process.

Special Committee – Meeting Accessibility

Mary Henke-Haney sent out a survey about what members would like from general membership meetings. She introduced the committee members.

Knowing that there are a variety of reasons why folks can't attend general memberships meetings – the committee is looking at the reasons why. Sent out a survey to collect data, 99 folks responded. Good representation across steward units and length of employment. 32% of respondents had never been to a PEA meeting. 32% come when they can, 26% said they never go.

Why do people attend? To learn, vote, socialize with fellow members.

For access to the full data, join the committee. 56% think it is important to be involved and engaged.

How can we keep members and get more engaged. Why people didn't attend was a bit all over the place – some just said scheduling doesn't work. 26% said they have kids or family issues, 17% said content isn't relevant. Some comments about why not here: some are in recovery and don't feel safe where alcohol is being served. 6% said 'what's the point?'

What would make folks more likely to attend? Some responses: a virtual option, detailed agenda, mixer activities, use meeting time more efficiently.

Will put together recommendations for the executive board.

Encourage accommodation requests on the invite, having a virtual attendance option, separate business and social elements, meetings during regular work day (would have to be off the clock), record meeting to watch later, amend constitution to allow folks to vote that cannot be in the room.

Vice President (Interim President)

Joe discussed some of the Vice President duties.

Human Resources both city and school district communicate with PEA to review the edits and comment or request changes. Recent ones mostly modernize language and update qualifications to get qualified candidates.

Labor Management Committee for Health Insurance representation for both school district and city. Currently do not have representation for school district committee.

Over the past year, have been successful in representing members in complicated grievances in the school district related to out-of-title and vacation accrual.

Membership numbers are going up, funds are stable, members vs. non-member numbers are also stable.

Legal Counsel Report

Unions have 71% approval. Current US president has done more for working people. The current Principal Deputy Administrator of the Wage & Hour division of the Department of Labor is Jessica Looman, she is from Saint Paul. Our own bargaining unit of PEA has 87% membership. Mike has represented PEA for 27 years.

This is one of the largest general membership meetings he has attended for our organization.

City labor relations is under new leadership. At this time, the city seems more amenable to remote work than the school district.

Mike is proud of PEA. Dues are low, participation is good. Mike would like to introduce idea of exit interviews. Minnesota has lowest unemployment rate in the United States. Need to keep jobs filled, people may / will/ are leaving due to not having a remote work option.

Elections

All members in good standing are encouraged to run for office. Give ample time and opportunity to submit bio for special edition newsletter.

Mike requested any nominations from the floor for each of the following positions, but there were no additional nominations.

President – Joe Musolf

Vice President – Sara Nurmela

Treasurer – Beth Ulrich (incumbent)

Negotiations (City) – Patty Lammers (incumbent)

No additional nominations from the floor for the positions listed above – approved by acclimation of members present at the meeting.

For the position of Secretary, Kathleen Conger and Bri Nyquist gave brief speeches about their qualifications and interest in the position.

For the position of Personnel Chair, Jean Filipkowski and Mary Henke-Haney gave brief speeches about their qualifications and interest in the position.

For the School District Negotiations role, there were no nominations from the floor. The position remains vacant at this time.

Ballots were counted by two members that are not currently on the executive board or are running for a position – Justine Roe and Peter Borgen.

Election results:

Secretary – Bri Herrera (Nyquist)

Personnel Chair – Mary Henke-Haney

New Business

A member brought up that our pension fund may be invested in things that may not be good for the environment. Would be worth looking into how these funds are being invested. Look into the climate change investment analysis report. Do we want to advocate in how our pension funds are invested and consider the effect that it has on the environment?

For city members with elected life insurance, there has been an increase in the amount deducted as of the last paycheck. Amounts deducted by Securian were incorrect and low since the beginning of the year. Deductions will be increased for the rest of the year to make up the difference.

John Blackstone Member of the Year Award

This is the 23rd annual member of the year award. This year the award goes to Julie Kraus, our soon-to-be retiring member and outgoing personnel chair. The executive board and PEA have greatly appreciated her work with new members and managing the detail-oriented task of maintaining personnel records for PEA.

Meeting adjourned at 8:21